

10 JAN 1962

MEMORANDUM FOR: General Cabell

SUBJECT : Increased Benefits and Improved Management of Members of the  
Clandestine Service

REFERENCE : Memo dtd 15 Dec 61 for DCI fr DD/P, same subject

1. I have reviewed the subject topic and have discussed it with the Director of Personnel, General Counsel and Legislative Counsel.

2. As a result of my discussions with these individuals, I have the following comments with which, I believe, they are in general agreement:

a. There is a need in this organization for an early retirement program. Such a program should be based on the philosophy that it is an answer to a problem we have in this Agency where because of many activities of a very specialized nature a substantial proportion of the people involved cannot be assured of full (30-year) working careers. Where we cannot successfully divert these people to less demanding fields of work they must be separated from the Agency. In such a program it would be important to emphasize the need for youthful staffing in the pertinent areas. The General Counsel points out that it probably would be necessary to give the Director the authority to compel early retirement in appropriate cases as well as to make it available on a voluntary basis.

b. One of the first requirements, I agree, would be the development of standards or criteria needed to establish eligibility for the program. However, I feel that there is strong argument in favor of postponing selection of the individuals until after they have fulfilled stipulated terms and conditions and until the Agency is willing or desirous that they retire early.

c. I agree that the ratio of senior to middle rank and junior officers in the Agency needs to be studied. I suggest that we might begin with the study of Agency-wide supergrade requirements presented to the Supergrade Review Board on 21 July 1961 on which action was postponed at that time. However, this probably should be deferred until the Reorganization Committee has completed its work and the Director has acted on its recommendations.

d. I am also in agreement with the recommendation that, if possible, compensation benefits be equated to those of the Military Services and the Foreign Service. However, the Administration's request for increased compensation of Federal employees due to be submitted to the Congress during

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this coming Session surely will go a long way in equalizing the differences between the military and the civilian pay scales and may even put the civilian scale ahead.

3. In addition to the foregoing remarks which are addressed to the specific recommendations of the Deputy Director (Plans), another point should also be made. I think that there is strong sentiment in both the Executive and Legislative Branches of the Government against giving us early retirement legislation until they see what we are going to do with the temporary authority already given us to separate surplus personnel. The major problem in this Agency effort is in the DD/P Area and we do not yet have the DD/P's final recommendations as to the personnel to be declared surplus.

4. To summarize my reactions, I believe that the study of the DD/P is neither broad enough nor deep enough and that it would be unwise for the Agency to propose early retirement legislation until:

a. we have considered and arrived at a decision on an Agency-wide basis as to what we want in the way of an early retirement program;

b. we have demonstrated by positive and aggressive action that we are using to the maximum our temporary authority to separate surplus personnel; and

c. we know the outcome of congressional action on the Administration's request for increased compensation for Federal civilian employees.

5. It is my recommendation in the light of the foregoing that you not approve of the recommendations in the referenced memorandum and that these papers be referred to the Career Council. The Council has given a great deal of thought and consideration to an Agency-wide early retirement program and at one time came to some fairly firm conclusions as to what we should ask for. However, it was the consensus that we should not seek legislation until after our surplus personnel program had demonstrated its effectiveness. The Council intends to reactivate consideration of this matter. I doubt, however, that it will be feasible to request legislation until very late in this Session of Congress, if at all.

14/  
L. K. White

Attachment:

Referenced Memorandum of 6/26/68

cc: Chairman, Career Council

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